

IRIS Inspire

Monthly Newsletter

Welcome to the October edition of IRIS Inspire!

As the leaves turn crimson, the nights grow longer, and the office coffee machine mysteriously starts brewing by itself, it can only mean one thing – October has arrived, and it's time for our spine-tingling edition of our newsletter!

While ghosts and goblins prepare for their annual haunting, we've been brewing up some frighteningly good updates and spine-chilling insights to ensure your HR and Payroll processes are smoother than a witch's broomstick ride!

Happy October, and remember, if you hear strange noises in the office, it's probably just our software working its magic!

Happy Reading!
Your HCM Sector Team

Check out our new blogs

Employing abroad: Getting it right first time:

With global mobility, while horizons are broader, considerations from compliance to onboarding create a new set of challenges.

Read more in our new blog where we explore all things recruitment.

[Read more here](#)

Mastering your payroll: in-house vs outsourced:

Choosing between in-house payroll and outsourcing is a huge decision for a business, and there are pros and cons to both options.

Read more in our new blog where we weigh up both sides of the argument.

[Discover more here](#)

New Help Hubs

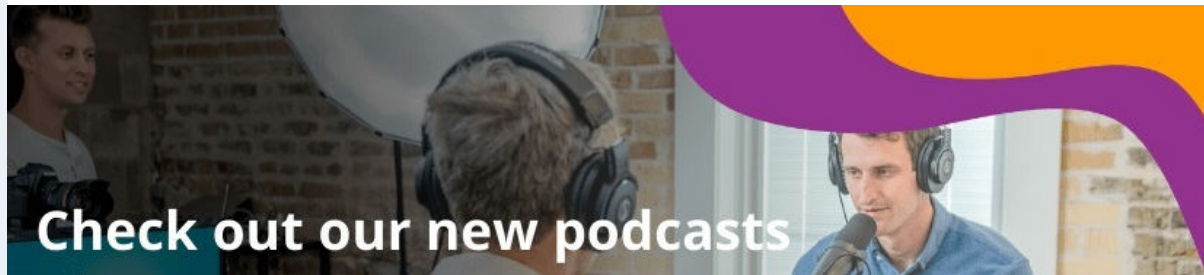
We're thrilled to announce an updated Help Hub for Staffology HR and HR Professional with a fresh design, making navigation smoother.

Finding what you need is now easier than ever, with search options now front and center on all pages.

We hope you enjoy the improved experience. For any questions or assistance, our support team is here for you.

[Staffology HR Help Hub](#)

[IRIS HR Professional Help Hub](#)



Check out our new podcasts



What does better data offer the HR department?

In this podcast, **Steph Kelly**, CPO at IRIS and **Jason Averbook**, Senior Partner at Mercer, explore how data can support strategic decisions & the role of AI in transforming operations.

[Discover more](#)



AI in HR - we're only scratching the surface!

In this podcast, **Julian Musson**, Senior Product Director here at IRIS Software Group and **Kinsey Li**, Associate Director of HR Analytics at EY, talk about all things AI in HR.

[Listen here](#)

Upcoming webinar:
Gender Pay Gap Reporting

Mastering Gender Pay Gap Reporting:
Efficient Strategies for Actionable Results

Are you facing challenges annually with gender pay gap reporting, or are you a growing business anticipating this requirement in the near future?

As a mandatory requirement for businesses with 250 or more employees, more and more organisations are now adopting specialised software to help alleviate the burden of this often very manual and time-intensive task.

In our webinar on the **25th October** at **2.30pm**, Lizzy Barry, our HR Director, and Stuart Bate, our product expert, will delve into the latest solutions to support gender pay gap reporting for businesses of all sizes.

[Register here](#)

Cascade Customer? Join our Masterclasses!

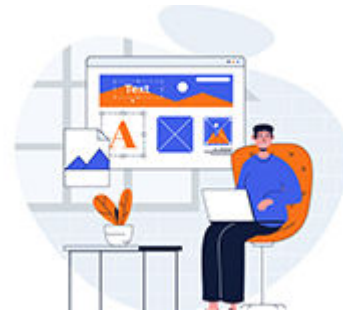


Cascade Query Builder Mini-Masterclass

Query Builder tool allows for data gathered in the system to be turned into detailed reports based on specific criteria. From contract statuses to holiday allowance, join our mini masterclass to better understand just how easy pulling data out of Cascade can be.

Tuesday 17th October, 2-2.30pm

[Register your interest](#)



Cascade Absence Management Mini-Masterclass

Are you tracking your absences in Cascade in the smartest way? Do you have too many categories to get the analysis on the data you need? Or are you new to the system and want to know more about how to create absence categories and types?

Wednesday 15th November, 2-2.30pm

[Book your slot](#)



Cascade Salary Reviews Mini-Masterclass

If you have a pay review coming up, or have never used Cascade to help you process salaries on a bulk basis this is the perfect masterclass for you.

This masterclass will show you how Cascade can support you to not only review salary increases but also do so in a data-protected way, without having to email around sensitive data spreadsheets.

Tuesday 28th November, 10-10.30am

[Reserve your place](#)

Cascade Part-Time Adjustments Mini-Masterclass

If you have full-time staff who have changed their hours, part-time staff adjustments that don't make sense, unbuilt or triggers that don't work for absences.

This mini masterclass will give you a quick overview of how you get the Cascade system to work for you and automate processes that will alert you to triggers, reducing manual processes.

Tuesday 12th December, 1.30-2.00pm

[Register here](#)



We have Professional Services availability!

Have you attended one of our Cascade masterclasses?

If you have attended one of our Cascade Mini-Masterclasses, you may have questions about the topics covered specific to your business. This is where our Professional Services can help - our team of experts can deep dive into your Cascade related questions with you at a time that suits you.

From time to time, we have short-term availability of our Professional Services available at discounted rates. Whether you need training for your expanding team or help with running reports, managing users or workflows, add your name to the list today and we will contact you when we have availability.

[Register your interest](#)




Check out our October Offers

As the leaves begin to change colours and the temperature starts to drop, you can cosy up with our latest autumn offers!*

From buy-one-get-one-free offers on training days, to 10-30% discounts on modules and software, there's a discount for your businesses needs to help achieve your goals.

[Discover the discounts](#)

*terms and conditions apply.



Dates for your diary

World Mental Health Day:

10th of October 2023 - World Mental Health Day is about raising awareness of mental health and driving positive change for everyone. It's also a chance to talk about mental health - from how to look after it, to how important it is, to how to get help if you're struggling.

Black History Month:

The month of October - Black History Month is crucial for employers as it promotes diversity and inclusion, educates employees, builds trust, enhances recruitment and retention, empowers workers and more! It contributes to a more inclusive, equitable, and socially responsible workplace.

PAYE Settlements:

If you have a PAYE Settlement Agreement, you must pay all tax and Class 1B National Insurance owed by:

- **19th of October**, if paying by cheque.
 - **22nd of October**, if paying electronically.
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Podcasts

Welcome to IRIS Interviews - our new podcasts aiming to help working professionals add value and thrive.



Webinars

All of our webinars are free and ready for you to watch. With sessions running every week and wide topics covered, you won't miss a thing.



Blogs

The IRIS Blog is the central location for product updates, guest articles and industry insights.

The IRIS Inspire is a monthly resource. If you think that your colleagues might benefit from receiving our newsletter, they can opt-in to receive future updates using the following [form](#). Alternatively, if you would like to opt-out of receiving our newsletter please do so [here](#).



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